DOCUMENT RESUME

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ABSTRACT

This study presents data on full-time faculty appointees at each Hawaiian community college. The material is presented in a series of tables cross-referencing information about each campus, program categories, tenure status, sex, age, education, and salary. Of the 749 appointees, 68 percent are full-time, 2 percent are part-time, and 30 percent are lecturers. Eighty-two percent of the professional staff serve in instruction; 372 in general education, 240 in vocational education. Following previous years' patterns, 63 percent are male. The average age is 40, average salary $14,413, and 61 percent have a masters degree. Lecturers tend to work in general education areas and earn $1,569 for a course. As compared to full-time staff, lecturers are younger; more have only a B.A. degree, and more are women. Fifty-seven percent of the full-time professional staff is tenured. It is expected that over 80 percent will be tenured by 1978. (MJK)

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University of Hawaii
Office of the Vice President for Community Colleges
Institutional Research Unit

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SELECTED CHARACTERISTICS OF FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

Faculty data are receiving greater attention and study over time. Many developments in higher education are related--fewer dollars, collective bargaining, the reexamination of traditional personnel practices--to name a few.

The primary focus of this report is on all FULL-TIME BOR APPOINTEES WHOSE STANDARD FORM 5Bs (SF5Bs) WERE SUBMITTED TO AND PROCESSED BY THE UNIVERSITY PERSONNEL OFFICE BY OCTOBER 31, 1974. Minimal information (mostly headcount) is provided on: lecturers, part-time BOR appointees and professional staff on leave.

Information for this report was abstracted from Faculty-Staff Information System (FSIS) summary reports 2530-2535, as of October 31, 1974. Standard Form 5Bs were used as the basis of these computer reports.

Data on the BOR staff is summarized by five major groups. (See Appendix A.) These categories were developed jointly by representatives from the colleges, Management Systems Office and the Office of the Vice President for Community Colleges.

HIGHLIGHTS

Table I. Unduplicated Headcount, by Program Category and by Full- and Part-time Status

1. FSIS computer reports show a total of 749 BOR appointees on the rosters of professional employees of the community colleges this fall.

2. Of these:

   a. 513, 68 percent, are full-time staff members

   b. 15, 2 percent, are part-time staff members

   c. 221, 30 percent, are lecturers. (Note: This is an understated figure since it is an unduplicated count of lecturers. It excludes those lecturers whose "home base" may be another community college, the Manoa campus or another unit of the University system.)

3. Personnel in instruction number 612 and comprise 82 percent of the professional staff: 372 in general education and 240 in vocational education.

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Table II. Sex, Highest Degree Earned, Total and Average Salaries Earned, Full-Time Professional Staff

1. Full-time BOR staff number 513, 42 more than last fall. Of these, 386, 75 percent, are instructors; 46, 9 percent, are in student services. The proportion of staff in academic and institutional support tended to be higher in the smaller institutions.
2. Sex Distribution

   a. Males: 63 percent, similar to previous years.

   b. Campuses vary, reflecting to a large extent the program offerings of the institutions. Over 70 percent of the staff are males at Honolulu and Maui Community Colleges. The ratio is almost even at Kapiolani while females comprise slightly over half of the staff at Windward Community College.

   c. Females are especially outnumbered by males in the non-instructional areas such as institutional and academic support.

3. Highest Degree Earned

   a. The distribution of professional staff by highest degree earned shows a pattern similar to last year: master's degree, 61 percent; bachelor's degree, 20 percent; less than bachelor's, 12 percent; doctoral degrees, 7 percent.

   b. Instructors with less than bachelor's degrees are found in the vocational programs where expertise in a trade and technical area is considered an acceptable criterion for employment.

   c. At Windward Community College 19 of the 20 instructors have master's degrees; 1, a doctorate. (Windward's instructional program is largely composed of general education courses.)

   d. Of the 72 instructors with bachelor's degrees, 25 are teaching general education courses; 47, vocational education courses.

4. Salaries

   a. Salaries paid full-time staff amounts to $7,394,016 per annum for the six community colleges. (This figure excludes salaries paid to lecturers, faculty on overload, faculty on sabbatical leaves, and part-time professional staff as well as those hired on a "casual" basis.)

   b. The average salary of $14,413 is about $250 higher than the $14,161 noted for last fall.

   c. Average salaries range from $13,815 (Windward CC) to $15,745 (Kapiolani CC).

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Tables III and IV. Tenure Status by Age and by Year of Expected Tenure (See Tables Ia-f for details by college.)

1. Age

   a. The mean age of the full-time staff this fall is 40.7 years compared to 39.5 years last fall. Mean ages range from 35.8 (Windward CC) to 45.0 (Kapiolani CC).

   b. The great bulk of the staff, 329, 64 percent, is in the 25-44 age group.

2. Tenure Status

   a. Of the 513 full-time staff members, 57 percent are tenured, 26 percent are on the tenure track and 17 percent are not eligible. (The comparable figures last fall were: 48 percent tenured, 35 percent on tenure track, 17 percent not eligible.)

   b. The proportion of staff with tenure varies by campus from 18 percent (Windward) to 65 percent (Leeward). The relatively lower tenure rates for the "older" institutions such as Honolulu Community College can be partly attributed to the employment of proportionately more new instructors in recent years.

   c. An analysis by program category shows the highest tenure rates for staff in student services and in instruction, 61 percent each.

   d. By 1978, all except Honolulu Community College may have over 80 percent of the total professional staff with tenure and over 90 percent of the instructors with tenure.

   e. The mean age of those with tenure is 45.6 years.

   f. Non-instructional staff such as those in institutional and academic support with tenure were granted tenure as instructors, not as deans, etc.

Table V. Comparative Data: Selected Characteristics of Full-time Instructors (See Tables IIa-f for details by college.)

An analysis of the data for the past few years indicates:

   a. Little change in the distribution of instructors by sex (male, 63 percent) and by program (general education, 57 percent).

   b. A higher mean age this fall.

c. A higher mean salary: mean salary has been increasing at the rate of 200-300 dollars per year.

d. A notable change in the tenure status of full-time instructors, from 41 percent tenured in fall 1972 to 61 percent in 1974.

e. Proportionately more with master's degrees compared to fall 1971.

Table VI. Profile of Lecturers

1. Of the 221 lecturers, 62, 28 percent are at Leeward CC and 56, 25 percent, are at Kapiolani CC.

2. Profile: A 35.3 year old male teaching a course in the general education area. He has a master's degree and is earning $1,569 for his work for the fall semester. (There were, however, proportionately more lecturers with bachelor's degrees, more women and more teaching in the general education area compared to the full-time instructors. Lecturers were also younger.)

Summary

1. Of the 749 BOR appointees, 68 percent are full-time, 2 percent part-time, and 30 percent lecturers.

2. Eighty-two percent of the professional staff serve in instruction, of the 612--372 in general education and 240 in vocational education.

3. Following previous years' patterns, males predominate, the distribution of highest degree earned--master's and doctorate total 68 percent, average salary slightly higher than the previous year.

4. Sixty-four percent of the staff is between 25-44 years of age, mean age of tenured is 43.6 years and 57 percent of the full-time staff is tenured, 61 percent of the full-time instructors are tenured compared to 41 percent in 1972.

TABLE I
UNDUPLICATED HEADCOUNT
BY PROGRAM CATEGORY & BY FULL- & PART-TIME STATUS
ALL PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

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By College, Full- & Part-Time Status	TOTAL	Institutional Support	Academic Support	Student Services	Instruction			Public Service
					Sub-total	General Education	Voc-Tech	
TOTAL	749*	21	40	47	612	372	240	29
Full-time	513	21	33	46	386	219	167	21
Part-time	15	0	1	1	9	5	4	4
Lecturers**	221	0	0	0	217	148	69	4
HONOLULU CC	180	4	8	10	137	69	68	21
Full-time	130	4	8	10	91	41	50	17
Part-time	2	0	0	0	0	0	0	2
Lecturers**	48	0	0	0	46	28	18	2
KAPIOLANI CC	160	5	6	8	141	70	71	
Full-time	101	5	6	8	82	32	50	
Part-time	3	0	0	0	3	0	3	
Lecturers**	56	0	0	0	56	38	18	
KAUAI CC	70	3	7	5	55	34	21	
Full-time	45	3	6	5	31	15	16	
Part-time	1	0	1	0	0	0	0	
Lecturers**	24	0	0	0	24	19	5	
LEEWARD CC	214	5	9	17	177	128	49	6
Full-time	150	5	9	17	116	88	27	4
Part-time	2	0	0	0	0	0	0	2
Lecturers**	62	0	0	0	62	40	22	0
MAUI CC	79	1	7	5	64	35	29	2
Full-time	59	1	7	4	47	25	22	0
Part-time	5	0	0	1	4	3	1	0
Lecturers**	15	0	0	0	13	7	6	2
WINDWARD CC	46	3	3	2	38	36	2	
Full-time	28	3	3	2	20	18	2	
Part-time	2	0	0	0	2	2	0	
Lecturers**	16	0	0	0	16	16	0	

*Total excludes 15 instructors on sabbatical leaves and 4 instructors on LWOP (leaves without pay). See Appendix B for details by campus.

**Unduplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the UH system.

Source: FSIS Report 2533A, October 31, 1974.

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TABLE III
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
COMMUNITY COLLEGES
FALL 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No.	TOTAL* %	Mean Age	AGE DISTRIBUTION Below 25	25-41	42-50	51-54	55-61	62-65	Over 65
TOTAL*	513	(100%)	40.7	5	329	84	54	32	8	1
Tenured*	293	57%	45.6	0	163	60	38	26	6	0
On Tenure Track	135	26%	30.5	3	104	13	13	2	0	0
Not Eligible	85	17%	37.3	2	62	11	3	4	2	1
Institutional Support	21	(100%)	40.5	0	13	4	3	1	0	0
Tenured**	7	33%	49.4	0	1	3	2	1	0	0
Not Eligible	14	67%	36.0	0	12	1	1	0	0	0
Academic Support	39	(100%)	41.9	0	25	6	4	4	0	0
Tenured**	18	46%	45.6	0	9	4	3	3	0	0
On Tenure Track	6	15%	35.3	0	6	0	0	0	0	0
Not Eligible	14	36%	38.5	0	10	2	1	1	0	0
Student Services	46	(100%)	38.5	1	32	9	3	0	1	0
Tenured	28	61%	42.8	0	17	7	3	0	1	0
On Tenure Track	8	17%	28.4	1	7	0	0	0	0	0
Not Eligible	10	22%	33.8	0	8	2	0	0	0	0
Instruction	386	(100%)	40.8	4	248	59	41	26	7	1
Tenured*	234	61%	43.2	0	136	44	27	22	5	0
On Tenure Track	121	31%	31.1	3	91	13	13	2	0	0
Not Eligible	31	8%	37.3	2	21	2	1	2	2	1
General Education	219	57%	38.5	1	169	21	15	10	3	0
Tenured	130	34%	40.3	0	97	14	9	9	1	0
On Tenure Track	74	19%	33.5	0	62	6	6	0	0	0
Not Eligible	15	4%	39.1	1	10	1	0	1	2	0
Vocational Tech	167	43%	43.7	3	79	38	26	16	4	1
Tenured	104	27%	46.7	0	39	30	18	13	4	0
On Tenure Track	47	12%	30.4	2	29	7	7	2	0	0
Not Eligible	16	4%	46.6	1	11	1	1	1	0	1
Public Service	21	(100%)	41.5	0	11	6	3	1	0	0
Tenured	5	24%	58.4	0	0	2	3	0	0	0
Not Eligible	16	76%	38.5	0	11	4	0	1	0	0

*Total excludes 15 instructors on sabbatical leaves and 4 on LWOP (leaves without pay). Of these 19 instructors, 16 were tenured. (See Appendix B for details by campus.)

**Non-instructional professional staff members in the institutional support and academic support categories with tenure were granted tenure as instructors when they were teaching. The tenure status does not apply to the positions they hold now.

Source: ISIS Report 2530, October 31, 1974.

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Program Category	[illegible]	Tenured*	Year of Expected Tenure					Not Eligible
			Not Tenured	FY 75	FY 76	FY 77	FY 78	
TOTAL	653	295	155	38	41	50	26	85
(Horizontal %)	(100%)	(45%)	(24%)					(17%)
Institutional Support**	21	2	0	0	0	0	0	14
Academic Support**	28	10	6	2	3	0	1	11
Student Services	36	28	8	3	1	0	4	10
Instruction	387	234	121	33	37	30	21	31
(IHE)	(100%)	(61%)	(31%)					(8%)
General Education	230	150	74	17	22	23	12	15
Vocational-Tech	157	104	47	16	15	7	9	5
Public Services	21	5	0	0	0	0	0	16
HONOLULU CC	130	70	28	8	8	9	3	32
(Horizontal 1)	(100%)	(54%)	(22%)					(25%)
Institutional Support**	4	1	0	0	0	0	0	3
Academic Support**	8	7	0	0	0	0	0	1
Student Services	13	7	0	0	0	0	0	3
Instruction	74	50	28	8	8	9	3	13
(IHE)	(100%)	(68%)	(31%)					(14%)
General Education	41	19	15	5	3	6	2	8
Vocational-Tech	33	31	12	3	5	3	1	5
Public Services	17	5	0	0	0	0	0	12
KAPIOLANI CC	101	63	25	10	9	4	2	13
(Horizontal 4)	(100%)	(62%)	(25%)					(13%)
Institutional Support**	5	2	0	0	0	0	0	3
Academic Support**	6	3	1	1	0	0	0	2
Student Services	8	4	3	1	1	0	1	1
Instruction	62	54	21	8	8	4	1	7
(IHE)	(29%)*	(65%)	(26%)					(8%)
General Education	32	21	10	4	3	3	0	1
Vocational-Tech	30	33	11	4	5	1	1	6
KAUAI CC	45	21	18	1	4	5	8	6
(Horizontal 2)	(100%)	(47%)	(40%)					(13%)
Institutional Support**	3	2	0	0	0	0	0	1
Academic Support**	6	4	2	0	1	0	1	2
Student Services	5	1	2	0	0	0	2	2
Instruction	31	16	14	1	3	5	5	1
(IHE)	(70%)	(52%)	(45%)					(3%)
General Education	16	7	7	0	3	3	1	1
Vocational-Tech	28	9	7	1	0	2	4	6
LEEWARD CC	150	97	33	14	11	6	2	20
(Horizontal 2)	(100%)	(65%)	(22%)					(13%)
Institutional Support**	5	1	0	0	0	0	0	4
Academic Support**	3	6	0	0	0	0	0	3
Student Services	13	11	2	2	0	0	0	2
Instruction	113	79	31	12	11	6	2	7
(IHE)	(100%)	(70%)	(27%)					(6%)
General Education	66	63	22	7	8	6	1	3
Vocational-Tech	27	14	9	5	3	0	1	4
Public Services	4	0	0	0	0	0	0	4
MAUI CC	59	37	12	5	3	0	4	10
(Horizontal 3)	(100%)	(63%)	(20%)					(17%)
Institutional Support**	2	0	0	0	0	0	0	1
Academic Support**	7	1	2	1	1	0	0	4
Student Services	4	2	0	0	0	0	0	2
Instruction	47	34	10	4	2	0	4	3
(IHE)	(100%)	(72%)	(21%)					(6%)
General Education	29	19	4	1	1	0	2	2
Vocational-Tech	25	15	6	3	1	0	2	1
KAPIOLANI CC	28	5	19	0	6	0	7	4
(Horizontal 5)	(100%)	(18%)	(68%)					(14%)
Institutional Support**	3	1	0	0	0	0	0	2
Academic Support**	3	0	1	0	1	0	0	2
Student Services	2	1	1	0	0	0	1	0
Instruction	20	3	17	0	5	0	6	0
(IHE)	(100%)	(15%)	(85%)					
General Education	14	3	15	0	4	5	6	0
Vocational-Tech	6	0	2	0	1	1	0	0

*Total [illegible] Tenured and Not on IHOP Tenure without [illegible]. Of the [illegible] instructional [illegible] for details on exclusions.

**[illegible] the institutional support and academic support categories with [illegible] the term teaching. The tenure system does not apply to the [illegible] under 51, [illegible]

TABLE V
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
COMMUNITY COLLEGES
FALL 1971 - FALL 1974

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Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	348	100	348	100	356	100	386	100
Sex								
Male	227	65	229	66	225	63	243	63
Female	121	35	119	34	131	37	143	37
Program								
General Education	195	56	191	55	197	55	219	57
Vocational Tech	153	44	157	45	159	45	167	43
Tenure Status								
Tenured	na		143	41	178	50	234	61
On Tenure Track	na		177	51	147	41	121	31
Not Eligible	na		28	8	31	9	31	8
Mean Age	39.6 years		39.0 years		39.5 years		40.8 years	
Highest Degree								
Doctorate	23	7	20	6	21	6	25	6
Master's	190	55	204	59	214	60	236	61
Professional	1	<1	1	<1	1	<1	1	<1
Bachelor's	77	22	68	20	71	20	72	19
Less Than Bachelor's	56	16	55	16	49	14	52	13
No Data	1	<1	0	0	0	0	0	0
Mean Salary	$12,913		$13,226		$13,439		$13,757	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

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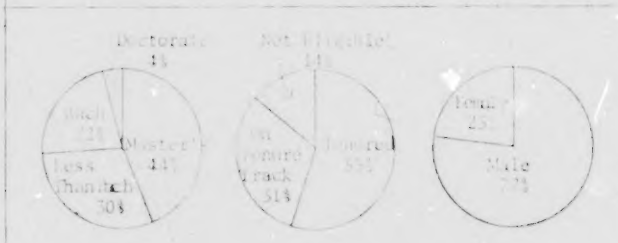
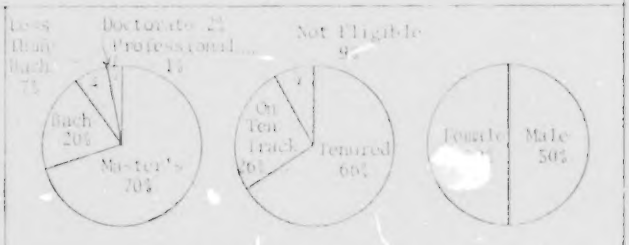
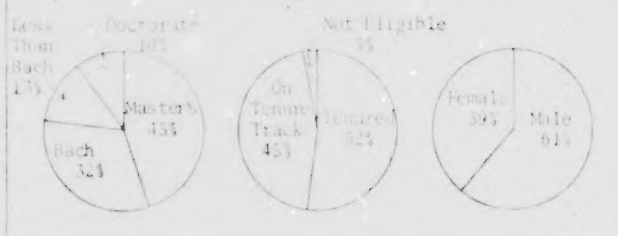


Honolulu Community College



Kapiolani Community College



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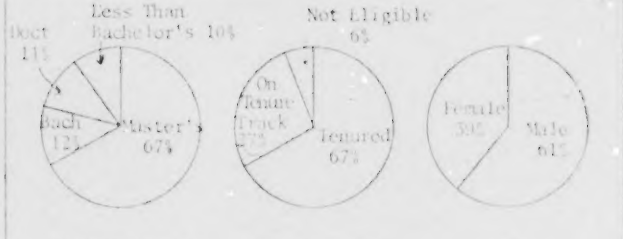
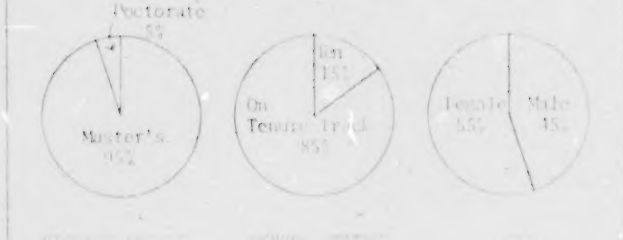


Leeward Community College

Maui Community College



Windward Community College

TABLE VI
PROFILE OF LECTURERS*
COMMUNITY COLLEGES
FALL 1974

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Characteristics	TOTAL* No.	TOTAL* V%	Honolulu	Kapiolani	Kauai	Leeward	Maui	Windward
TOTAL	221	(100%)	48	56	24	62	15	16
Sex								
Male	126	(57%)	34	26	15	37	8	6
Female	95	(43%)	14	30	9	25	7	10
Program								
Instruction	217	(98%)	46	56	24	62	13	16
General Ed	148	(67%)	28	38	19	40	7	16
Vocational-Tech	69	(31%)	18	18	5	22	6	0
Public Service**	4	(2%)	2	0	0	0	2	0
Highest Degree								
Doctorate	10	(5%)	2	2	0	6	0	0
Professional	4	(2%)	1	0	3	0	0	0
Master's	107	(48%)	19	33	7	35	3	10
Bachelor's	74	(33%)	19	16	10	14	9	6
Less than Bach	26	(12%)	7	5	4	7	3	0
Mean Salary	$1,569		$1,663	$1,415	$1,213	$1,680	$1,325	$2,153
Mean Age	35.3 years		35.0 yrs	35.1 yrs	34.1 yrs	36.5 yrs	37.8 yrs	31.4 yrs

*Unduplicated count. Numbers understated for each campus and total because they exclude all lecturers whose "home base" may be another campus or unit of the UH system.

**Misplaced. These four lecturers are instructing credit classes.

TABLE 1a
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
HONOLULU COMMUNITY COLLEGE
FALL 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No.	TOTAL* V%	Mean Age	AGE DISTRIBUTION Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	130	(100%)	42.6	1	74	21	17	12	5	0
Tenured*	70	54%	48.7	0	24	16	14	11	5	0
On Tenure Track	28	22%	35.9	0	26	0	2	0	0	0
Not Eligible	32	25%	35.0	1	24	5	1	1	0	0
Institutional Support	4	(100%)	35.0	0	3	0	1	0	0	0
Tenured	1	25%	53.0	0	0	0	1	0	0	0
Not Eligible	3	75%	29.0	0	3	0	0	0	0	0
Academic Support	8	(100%)	46.6	0	3	2	1	2	0	0
Tenured	7	88%	48.9	0	2	2	1	2	0	0
Not Eligible	1	13%	31.0	0	1	0	0	0	0	0
Student Services	10	(100%)	44.2	0	6	1	2	0	1	0
Tenured	7	70%	47.7	0	4	0	2	0	1	0
Not Eligible	3	30%	36.0	0	2	1	0	0	0	0
Instruction	91	(100%)	42.7	1	53	13	10	10	4	0
Tenured*	50	55%	48.6	0	18	12	7	9	4	0
On Tenure Track	28	31%	35.9	0	26	0	2	0	0	0
Not Eligible	13	14%	34.5	1	9	1	1	1	0	0
General Education	41	45%	37.8	1	33	2	3	2	0	0
Tenured	17	19%	43.4	0	12	1	2	2	0	0
On Tenure Track	16	18%	35.2	0	15	0	1	0	0	0
Not Eligible	8	9%	31.0	1	6	1	0	0	0	0
Vocational-Tech	50	55%	46.7	0	20	11	7	8	4	0
Tenured	33	36%	51.3	0	6	11	5	7	4	0
on Tenure Track	12	13%	36.8	0	11	0	1	0	0	0
Not Eligible	5	5%	40.2	0	3	0	1	1	0	0
Public Service	17	(100%)	41.0	0	9	5	3	0	0	0
Tenured	5	29%	50.4	0	0	2	3	0	0	0
Not Eligible	12	71%	37.1	0	9	3	0	0	0	0

*Total excludes 5 instructors on leave, 4 of whom are tenured.
Source: FSIS Report 2530, October 31, 1974.

TABLE IIa
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
HONOLULU COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	81	100	75	100	83	100	91	100
Sex								
Male	66	81	61	81	63	76	70	77
Female	15	19	14	19	20	24	21	23
Program								
General Education	34	42	29	39	39	47	41	45
Vocational Tech	47	58	46	61	44	53	50	55
Tenure Status								
Tenured	na		39	52	45	54	50	55
On Tenure Track	na		31	41	28	34	28	31
Not Eligible	na		5	7	10	12	13	14
Mean Age	44.3 years		43.9 years		42.7 years		42.7 years	
Highest Degree								
Doctorate	2	2	2	3	3	4	4	4
Master's	33	41	29	39	36	43	40	44
Bachelor's	14	17	14	19	18	22	20	22
Less Than Bachelor's	32	40	30	40	26	31	27	30
Mean Salary	$13,371		$13,456		$13,002		$13,276	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE Ib
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
KAPIOLANI COMMUNITY COLLEGE
FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No.	TOTAL* V%	Mean Age	AGE DISTRIBUTION Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	101	(100%)	43.0	0	56	19	13	12	0	1
Tenured	63	62%	45.1	0	30	15	9	9	0	0
On Tenure Track	25	25%	40.2	0	16	3	4	2	0	0
Not Eligible	13	13%	38.8	0	10	1	0	1	0	1
Institutional Support	5	(100%)	38.4	0	4	1	0	0	0	0
Tenured	2	40%	43.0	0	1	1	0	0	0	0
Not Eligible	3	60%	35.3	0	3	0	0	0	0	0
Academic Support	6	(100%)	40.7	0	5	0	0	1	0	0
Tenured	3	50%	44.3	0	2	0	0	1	0	0
On Tenure Track	1	17%	38.0	0	1	0	0	0	0	0
Not Eligible	2	33%	36.5	0	2	0	0	0	0	0
Student Services	8	(100%)	40.8	0	4	3	1	0	0	0
Tenured	4	50%	47.5	0	1	2	1	0	0	0
On Tenure Track	3	38%	30.3	0	3	0	0	0	0	0
Not Eligible	1	13%	45.0	0	0	1	0	0	0	0
Instruction	82	(100%)	43.7	0	43	15	12	11	0	1
Tenured	54	66%	45.0	0	26	12	8	8	0	0
On Tenure Track	21	26%	41.7	0	12	3	4	2	0	0
Not Eligible	7	9%	40.0	0	5	0	0	1	0	1
General Education	32	39%	44.1	0	16	6	5	5	0	0
Tenured	21	26%	45.4	0	10	4	3	4	0	0
On Tenure Track	10	12%	39.7	0	6	2	2	0	0	0
Not Eligible	1	1%	59.0	0	0	0	0	1	0	0
Vocational-Tech	50	61%	43.5	0	27	9	7	6	0	1
Tenured	33	40%	44.7	0	16	8	5	4	0	0
On Tenure Track	11	13%	43.5	0	6	1	2	2	0	0
Not Eligible	6	7%	36.8	0	5	0	0	0	0	1

*Total excludes 1 instructor on LWOP. He is not tenured.
Source: FSIS Report 2530, October 31, 1974.

TABLE IIb
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
KAPIOLANI COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	76	100	78	100	79	100	82	100
Sex								
Male	39	51	37	47	38	48	41	50
Female	37	49	41	53	41	52	41	50
Program								
General Education	28	37	27	35	28	35	32	39
Vocational Tech	48	63	51	65	51	65	50	61
Tenure Status								
Tenured	na		45	58	46	58	54	66
On Tenure Track	na		24	31	21	27	21	26
Not Eligible	na		9	12	12	15	7	9
Mean Age	42.1 years		42.3 years		42.6 years		43.7 years	
Highest Degree								
Doctorate	3	4	3	4	2	3	2	2
Master's	44	58	47	60	53	67	57	70
Professional	1	1	1	1	1	1	1	1
Bachelor's	20	26	20	26	19	25	16	20
Less Than Bachelor's	8	11	7	9	4	5	6	7
Mean Salary	$13,921		$14,591		$14,651		$15,254	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE Ic
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
KAUAI COMMUNITY COLLEGE
FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No.	TOTAL* V%	Mean Age	AGE DISTRIBUTION Below 25	25-44	45 50	51-54	55-61	62-65	Over 65
TOTAL*	45	(100%)	38.3	3	28	8	3	3	0	0
Tenured*	21	47%	43.8	0	10	6	3	2	0	0
On Tenure Track	18	40%	31.9	3	13	2	0	0	0	0
Not Eligible	6	13%	38.2	0	5	0	0	1	0	0
Institutional Support	3	(100%)	46.0	0	1	1	0	1	0	0
Tenured	2	67%	52.0	0	0	1	0	1	0	0
Not Eligible	1	33%	34.0	0	1	0	0	0	0	0
Academic Support	6	(100%)	44.3	0	4	0	1	1	0	0
Tenured	2	33%	48.0	0	1	0	1	0	0	0
On Tenure Track	2	33%	35.5	0	2	0	0	0	0	0
Not Eligible	2	33%	49.5	0	1	0	0	1	0	0
Student Services	5	(100%)	31.4	1	4	0	0	0	0	0
Tenured	1	20%	43.0	0	1	0	0	0	0	0
On Tenure Track	2	40%	25.0	1	1	0	0	0	0	0
Not Eligible	2	40%	32.0	0	2	0	0	0	0	0
Instruction	31	(100%)	37.5	2	19	7	2	1	0	0
Tenured*	16	52%	42.3	0	8	5	2	1	0	0
On Tenure Track	14	45%	32.4	2	10	2	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
General Education	15	48%	35.4	0	13	2	0	0	0	0
Tenured	7	23%	36.9	0	6	1	0	0	0	0
On Tenure Track	7	23%	34.4	0	6	1	0	0	0	0
Not Eligible	1	3%	32.0	0	1	0	0	0	0	0
Vocational-Tech	16	52%	39.4	2	6	5	2	1	0	0
Tenured	9	29%	46.4	0	2	4	2	1	0	0
On Tenure Track	7	23%	30.4	2	4	1	0	0	0	0

*Total excludes 1 instructor with tenure on sabbatical leave.

Source: FSIS Report 2530, October 31, 1974.

TABLE IIc
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
KAUAI COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	24	100	24	100	26	100	31	100
Sex								
Male	18	75	20	83	19	73	19	61
Female	6	25	4	17	7	27	12	39
Program								
General Education	13	54	12	50	13	50	15	48
Vocational Tech	11	46	12	50	13	50	16	52
Tenure Status								
Tenured	na		11	46	10	38	16	52
On Tenure Track	na		11	46	15	58	14	45
Not Eligible	na		2	8	1	4	1	3
Mean Age	34.3 years		36.4 years		37.0 years		37.5 years	
Highest Degree								
Doctorate	1	4	0	0	1	4	3	10
Master's	8	33	12	50	15	58	14	45
Bachelor's	12	50	8	33	6	23	10	32
Less Than Bachelor's	3	13	4	17	4	15	4	13
Mean Salary	$12,051		$13,165		$13,148		$13,299	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

TABLE Id
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
LEEWARD COMMUNITY COLLEGE
FALL 1974

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Note: Percentages have been rounded; will not always total 100.0 or the sum of the parts.

Program Category & Tenure Status	TOTAL* No.	TOTAL* V%	Mean Age	AGE DISTRIBUTION Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL*	150	(100%)	39.7	1	105	25	12	5	2	0
Tenured*	97	65%	40.1	0	71	14	7	4	1	0
On Tenure Track	33	22%	38.8	0	22	7	4	0	0	0
Not Eligible	20	13%	39.0	1	12	4	1	1	1	0
Institutional Support	5	(100%)	43.8	0	2	2	1	0	0	0
Tenured	1	20%	49.0	0	0	1	0	0	0	0
Not Eligible	4	80%	42.5	0	2	1	1	0	0	0
Academic Support	9	(100%)	40.0	0	6	2	1	0	0	0
Tenured	6	67%	41.3	0	4	1	1	0	0	0
Not Eligible	3	33%	37.3	0	2	1	0	0	0	0
Student Services	17	(100%)	37.5	0	13	4	0	0	0	0
Tenured	13	76%	39.0	0	9	4	0	0	0	0
On Tenure Track	2	12%	33.5	0	2	0	0	0	0	0
Not Eligible	2	12%	32.0	0	2	0	0	0	0	0
Instruction	115	(100%)	39.7	1	82	16	10	4	2	0
Tenured*	77	67%	40.0	0	58	8	6	4	1	0
On Tenure Track	31	27%	39.2	0	20	7	4	0	0	0
Not Eligible	7	6%	37.7	1	4	1	0	0	1	0
General Education	88	77%	38.6	0	70	8	5	3	2	0
Tenured*	63	55%	39.0	0	50	6	3	3	1	0
On Tenure Track	22	19%	36.4	0	18	2	2	0	0	0
Not Eligible	3	3%	47.0	0	2	0	0	0	1	0
Vocational-Tech	27	23%	43.1	1	12	8	5	1	0	0
Tenured*	14	12%	44.7	0	8	2	3	1	0	0
On Tenure Track	9	8%	46.0	0	2	5	2	0	0	0
Not Eligible	4	3%	30.8	1	2	1	0	0	0	0
Public Service: Not Eligible	4	(100%)	42.8	0	2	1	0	1	0	0

*Total excludes 8 instructors on leave, 7 of whom are tenured.

Source: FSIS Report 2530, October 31, 1974.

TABLE IId
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
LEEWARD COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	119	100	118	100	113	100	115	100
Sex								
Male	69	58	73	62	69	61	70	61
Female	50	42	45	38	44	39	45	39
Program								
General Education	93	78	92	78	85	75	88	77
Vocational Tech	26	22	26	22	28	25	27	23
Tenure Status								
Tenured	na		23	19	50	44	77	67
On Tenure Track	na		84	71	58	51	31	27
Not Eligible	na		11	9	5	4	7	6
Mean Age	36.6 years		39.4 years		39.3 years		39.7 years	
Highest Degree								
Doctorate	15	13	11	9	13	12	13	11
Master's	78	66	84	71	74	65	77	67
Bachelor's	18	15	15	13	17	15	14	12
Less Than Bachelor's	8	7	8	7	9	8	11	10
Mean Salary	$11,974		$12,249		$12,869		$13,266	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

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Program Category / Tenure Status	Total* No.	Total* %	Mean Age	Age Distribution: Under 25	26-30	31-34	35-41	42-50	51-60	Over 60
TOTAL*	50	(100%)	40.1	0	42	10	0	0	1	0
Tenured*	37	80%	41.0	0	24	9	4	0	0	0
On Tenure Track	12	20%	35.0	0	10	0	2	0	0	0
Not Eligible	10	17%	30.9	0	8	1	0	0	1	0
Institutional Dept Not Eligible	1	(2%)	29.0	0	1	0	0	0	0	0
Academic Support	7	(100%)	37.3	0	5	2	0	0	0	0
Tenured	1	14%	45.0	0	0	1	0	0	0	0
On Tenure Track	2	28%	28.5	0	2	0	0	0	0	0
Not Eligible	4	57%	31.0	0	3	1	0	0	0	0
Student Services	4	(100%)	30.5	0	3	1	0	0	0	0
Tenured	2	50%	44.5	0	1	1	0	0	0	0
Not Eligible	2	50%	19.5	0	2	0	0	0	0	0
Instruction	47	(100%)	40.8	0	33	7	6	0	1	0
Tenured*	34	72%	43.0	0	23	7	4	0	0	0
On Tenure Track	10	21%	36.0	0	8	0	2	0	0	0
Not Eligible	3	6%	29.7	0	2	0	0	0	1	0
General Education	23	49%	37.3	0	20	2	0	0	1	0
Tenured	19	40%	40.0	0	15	2	1	0	0	0
On Tenure Track	4	9%	28.8	0	3	0	1	0	0	0
Not Eligible	2	4%	34.5	0	2	0	0	0	1	0
Vocational-Tech	23	47%	43.9	0	13	5	4	0	0	0
Tenured	15	32%	49.2	0	7	5	3	0	0	0
On Tenure Track	6	13%	37.3	0	5	0	1	0	0	0
Not Eligible	1	2%	45.0	0	1	0	0	0	0	0

*Total excludes 4 instructors on sabbatical leave. They are all tenured instructors.

Source: Form Report 2520, October 31, 1978.

TABLE IIe
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME FACULTY
MAUI COMMUNITY COLLEGE
FALL 1971 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1971		Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%	No.	V%
TOTAL	48	100	45	100	43	100	47	100
Sex								
Male	35	73	34	76	32	74	34	72
Female	13	27	11	24	11	26	13	28
Program								
General Education	27	56	24	53	21	49	25	53
Vocational Tech	21	44	21	47	22	51	22	47
Tenure Status								
Tenured	na		23	51	26	60	34	72
On Tenure Track	na		21	47	15	35	10	21
Not Eligible	na		1	2	2	5	3	6
Mean Age	37.1 years		39.0 years		40.8 years		39.8 years	
Highest Degree								
Doctorate	2	4	3	7	2	5	2	4
Master's	27	56	25	56	24	56	29	62
Bachelor's	13	27	11	24	11	26	12	26
Less Than Bachelor's	5	10	6	13	6	14	4	9
No Data	1	2	0	0	0	0	0	0
Mean Salary	$13,044		$13,536		$14,164		$14,193	

Sources: CI-100s 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; HSIS Computer Reports, October 31, 1974 update.

TABLE 11
TENURE STATUS BY AGE DISTRIBUTION & BY PROGRAM CATEGORY
FULL-TIME PROFESSIONAL STAFF
WINDWARD COMMUNITY COLLEGE
FALL 1974

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Program Category & Tenure Status	TOTAL No.	TOTAL %	Mean Age	AGE DISTRIBUTION Below 25	25-44	45-50	51-54	55-61	62-65	Over 65
TOTAL	28	(100%)	35.8	0	24	1	3	0	0	0
Tenured	5	18%	38.2	0	4	0	1	0	0	0
On Tenure Track	19	68%	33.9	0	17	1	1	0	0	0
Not Eligible	4	14%	41.3	0	3	0	1	0	0	0
Institutional Support	3	(100%)	44.0	0	2	0	1	0	0	0
Tenured	1	33%	54.0	0	0	0	1	0	0	0
Not Eligible	2	67%	39.0	0	2	0	0	0	0	0
Academic Support	3	(100%)	43.0	0	2	0	1	0	0	0
On Tenure Track	1	33%	42.0	0	1	0	0	0	0	0
Not Eligible	2	67%	43.5	0	1	0	1	0	0	0
Student Services	2	(100%)	31.5	0	2	0	0	0	0	0
Tenured	1	50%	36.0	0	1	0	0	0	0	0
On Tenure Track	1	50%	27.0	0	1	0	0	0	0	0
Instruction	20	(100%)	33.8	0	18	1	1	0	0	0
Tenured	3	15%	33.7	0	3	0	0	0	0	0
On Tenure Track	17	85%	33.9	0	15	1	1	0	0	0
General Education	18	90%	33.0	0	17	1	0	0	0	0
Tenured	3	16%	33.7	0	3	0	0	0	0	0
On Tenure Track	15	79%	32.9	0	14	1	0	0	0	0
Voc-Tech: On Tenure Track	2	10%	41.5	0	1	0	1	0	0	0

Source: FSIS Report 2530, October 31, 1974.

TABLE IIf.
COMPARATIVE DATA: SELECTED CHARACTERISTICS
FULL-TIME INSTRUCTORS
WINDWARD COMMUNITY COLLEGE
FALL 1972 - FALL 1974

BEST COPY AVAILABLE

Note: Percentages have been rounded; will not total 100.0 or the sum of the parts.

	Fall 1972		Fall 1973		Fall 1974	
	No.	V%	No.	V%	No.	V%
TOTAL	8	100	12	100	20	100
Sex						
Male	4	50	4	33	9	45
Female	4	50	8	67	11	55
Program						
General Education	7	88	11	92	18	90
Vocational Tech	1	13	1	8	2	10
Tenure Status						
Tenured	2	25	1	8	3	15
On Tenure Track	6	75	10	83	17	85
Not Eligible	0	0	1	8	0	0
Mean Age	32.7 years		31.6 years		33.8 years	
Highest Degree						
Doctorate	1	13	0	0	1	5
Master's	7	88	12	100	19	95
Mean Salary	$12,405		$11,864		$12,311	

Sources: CC-IRPs 27, 46, 61, Selected Characteristics of Professional Staff, Fall 1971-73; FSIS Computer Reports, October 31, 1974 update.

APPENDIX A
PLACEMENT OF PROFESSIONAL STAFF, BY PROGRAM CATEGORIES
(EMPLOYMENT AGENCY GROUPINGS)
FALL 1974

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I. Institutional Support:	Provost's Office, Business Affairs, Operation and Maintenance, Admissions and Records
II. Academic Support:	Dean of Instruction, Library, Education Media, Director of Public Service and Extension, Summer Session
III. Student Services:	Dean of Students, Student Counseling, Student Activities, Student Health Services, Student Support
IV. Public Service:	Apprentice, Community Service, Extension
V. Instruction:	
A. General Education:	Division Chairmen/Coordinators
Humanities:	Art, Asian/Pacific Languages, Drama, English, English as a Second Language, European Languages, Grammar, History, Humanities, Journalism, Music, Philosophy, Religion, Speech-Communication
Natural Science:	Biological Science, Chemistry, Science, Mathematics, Oceanography, Physical Science
Social Science:	Anthropology, Economics, Ethnic Studies, Geography, Guidance, Orientation, Political Science, Psychology, Social Science, Sociology
Other:	Inter-Disciplinary Studies, Physical Education, Special Studies
B. Vocational Education:	Division Chairmen/Coordinators
Business:	Accounting, Data Processing, General Business, Sales & Management, Secretarial and Related
Education:	Industrial Education, Recreational Instructor Program
Food Service:	Food Service
Health Service:	Dental Assistant, Health Foundations, Medical Assisting, Medical Records Technician, Nursing, Occupational Ther, Radiologic Technician, Respiration Therapy
Public Service:	Fire Science, Human Services, Library-Technology, Police Science
Technology:	Aeronautics, Apparel Design & Construction, Auto Body Repair & Painting, Automotive Technology, Blueprint Reading, Carpentry, Commercial Art, Cosmetology, Diesel Mechanics, Drafting Technology, Electricity, Electronics, Engineering Technology, Industrial Technology, Machine Shop, Maintenance Technology, Marine Technology, Refrigeration & Air Conditioning, Sheet Metal and Plastics, Welding, Aviation Technology

APPENDIX B
INSTRUCTORS ON LEAVE
BY TYPE OF LEAVE & TENURE STATUS
COMMUNITY COLLEGES
FALL 1974

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College	Type of Leave			
	Sabbatical		Leave w/out Pay	
	No.	No. Tenured	No.	No. Tenured
TOTAL	15	15	4	1
Honolulu	3	3	2	1
Kapiolani	0	0	1	0
Kauai	1	1	0	0
Leeward	7	7	1	0
Maui	4	4	0	0
Windward	0	0	0	0

Source: FSIS Computer Report 2535, Fall 1974.

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